

To: SOCIAL WORK COMMITTEE	Subject: WORKING TOGETHER: SUPPORTED EMPLOYMENT CONFERENCE	
From: DIRECTOR OF SOCIAL WORK		
Date: 20 MAY 2004	Ref: JD/GMcI/DH	

## 1. PURPOSE OF REPORT / INTRODUCTION

- 1.1. To advise Committee of the issues which emerged from the Working Together Conference on Supported Employment held on 26<sup>th</sup> March 2004 and to request that Committee acts on the proposals.

## 2. BACKGROUND

- 2.1. Committee approved a report on 15<sup>th</sup> January 2004, which sought permission to organise the Supported Employment Conference with a view to enhance partnership working, and develop a platform to engage with potential employers.
- 2.2. As part of the conference proposals, the Director of Social Work was requested to seek financial contributions from partner organisations to offset the conference costs. Committee should note a total of £7,000 sponsorship was obtained from the Department for Work and Pensions, Scottish Enterprise Lanarkshire, Careers Scotland, Planning & Environment, and NHS Lanarkshire.

## 3. PROPOSALS / CONSIDERATIONS

- 3.1. A major aim of the conference was to attract employers, as a means of selling the concept of people with disabilities contributing in a viable way to the success of individual businesses, both in the public and private sector. Just over 200 invitations were issued for the conference. Of the businesses which were contacted, 20 companies from the private sector and nine public sector employers, not including North Lanarkshire Council Personnel Officers, accepted invitations to attend. However, on the day of the conference only 15 private sector employers actually attended.
- 3.2. Apart from employers, the conference provided an opportunity for key members of staff from the Supported Employment Service and partner organisations to come together to discuss and improve practice in this important area. The conference was also attended by service users, carers and parents. In total 114 people participated in the event.
- 3.3. The conference, chaired by Councillor Nolan, attracted high calibre speakers. Andy Kerr MSP and Minister for Finance and Public Services delivered the keynote speech. Alison Holt, Chief Personnel Officer, Leeds City Council, Ian Bryson, Managing Director Advanced Windows, and Julie Summers from the Disability Rights Commission and from the local Supported Employment Partnership, Jim Dickie, Director of Social Work spoke along with Liz Connolly, Chief Executive Scottish Enterprise Lanarkshire.

3.4. In their address to the conference several speakers made significant statements or proposals which are worthy of drawing to Committee's attention:-

Andy Kerr said "Employers in both the public and private sector have a role in taking this agenda forward. I am particularly impressed with the response from the private sector here in North Lanarkshire.

All employers benefit from a diverse workforce, and people with learning disabilities should be part of that workforce. They should not be excluded by rigid selection and recruitment practices and procedures."

Alison Holt advised that Leeds City Council took the view that there is nothing in the legislation or guidance which prevents the recruitment practices adopted by Leeds, which makes access to Council employment easier for people, whose disability, health, cultural or language background or education disadvantage mean that formal recruitment and selection procedures are a barrier even though they have the competence to do the job.

3.5. In addition to the main conference session, there were five workshop sessions:-

- The North Lanarkshire Supported Employment Operation;
- Routes to Inclusion;
- Access to Work;
- Disability Discrimination Act;
- Public Sector Employment Strategy.

3.6. Within the workshops delegates to the conference, were encouraged to put forward their views and suggest ways in which supported employment within North Lanarkshire could be enhanced.

3.7. Evaluations completed by the delegates attending the conference demonstrated high satisfaction levels of all aspect of the event. Individual comments congratulated the Council on the good work which they were doing in the field of supported employment. A copy of the evaluation report has been placed in the Members Library.

3.8. In summary the delegates attending expressed satisfaction with the conference. In addition they made a number of recommendations which should be brought to the attention of the Committee:-

- The importance of the Council taking leadership at an elected member and senior officer level to champion supported employment issues;
- The Council should seek a commitment from all public bodies in North Lanarkshire to take practical steps to employ service users from the Supported Employment Programme;
- Each of the Council Departments should be set a target to employ an agreed number of people through the Supported Employment Programme (Appendix 2 provides details of current stats);
- Service Committees should have regular reports monitoring the progress by Departments in meeting employment targets;
- The report on the conference and the recommendations arising from same should be referred to Policy and Resources for approval.

3.9. Appendices 1(a) and 1(b) highlight the current arrangements in place for individuals in supported employment.

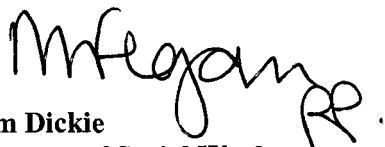
#### **4. FINANCIAL / PERSONNEL / LEGAL / POLICY IMPLICATIONS**

4.1. Setting targets for Departments is a means of meeting the supported employment objectives set out in the Corporate Plan which has been approved by the Council.

#### **5. RECOMMENDATIONS**

5.1. Committee is asked to:-

- (i) Approve the actions set out in para 3.8 of the report
- (ii) Remit the report to the Policy and Resources Committee for consideration and approval and;
- (iii) Otherwise note the contents of the report.



**Jim Dickie**  
**Director of Social Work**  
**7 April 2004**

*For further information on this report please contact George McNally, Manager Social Work Strategy TEL: (01698 332555)*

**North Lanarkshire Council**  
**Supported Employment**

Appendix 1(a)

**STATISTICAL PROFILE OF ACTIVITY AND EMPLOYMENT**

***SERVICE ACTIVITY***

<b>Number of service users involved</b>	<b>163</b>
<b>Number of vocational Profiles completed</b>	<b>123</b>
<b>Number of vocational profiles currently under completion</b>	<b>40</b>
<b>Number of service users currently involved in job finding activity</b>	<b>53</b>
<b>Number of service users now within sustainable employment</b>	<b>70</b>

Please note:

- Vocational profiles have to be matched with individual jobs
- Job coaches have to learn each job first and support the applicant into employment
- There is continuous monitoring to ensure sustainability

***COMPARISON BETWEEN PUBLIC AND PRIVATE SECTOR  
EMPLOYMENT***

70 Service Users in employment

Jobs in the Public Sector	24	34.3%
Jobs in the Private Sector	46	65.7%

**North Lanarkshire Council**  
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Appendix 1(b)

**BREAKDOWN OF EMPLOYMENT WITHIN PUBLIC AND PRIVATE  
SECTORS**

**PUBLIC SECTOR** **24**

**Council Departments**

Social Work	13
Education	1
Community Services	3

**Other Public Agencies**

Jobcentre Plus	2
Motherwell College	1
Health Board	1
South Lanarkshire Council	1
Child Support Agency	1
Department of Work and Pensions	1

**PRIVATE SECTOR** **46**

Manufacturing	11
Retail	12
Catering	11
Leisure (Hotel)	4
Apprenticeship	1
Caring Occupations	3
Clerical	1
Domestic Services	3